

Employment Cost Index

Technical Note

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate, or straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the private economy and the public sector—excluding farms, private households, the self-employed and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December. The sample establishments are classified by industry based on the 1987 Standard Industrial Classification Manual (SIC), as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broad occupational definitions.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights are also used to derive all of the industry and occupation series indexes. Since March 1995, the 1990 employment counts, primarily from the Bureau's Occupational Employment Survey, were used. From June 1986 to December 1994, employment counts from the 1980 Census were used as weights.

Prior to June 1986, employment counts from the 1970 Census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the Census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI is available in several sources. These include an annual bulletin, the latest of which is *Employment Cost Indexes and Levels, 1975-95*, (Bulletin 2466); chapter 8 of the *BLS Handbook of Methods* (Bulletin 2414), "The Employment Cost Index;" and several articles published in the *Monthly Labor Review*. The annual bulletin is available from the Bureau of Labor Statistics, Publications Sales Center, P.O. Box 2145, Chicago, Illinois 60690. Reprints of the articles plus other descriptive pieces and a complete historical listing are available upon request. ECI historical data are also available on data diskettes. Information may also be obtained by writing to the ECI, Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001. Telephone (202) 606-6199. E-mail: ocltinfo@bls.gov. Internet: <http://stats.bls.gov/ecthome.htm>

Table A-1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1995-1997

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1997	June 1997	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997	June 1997
Compensation										
Civilian workers	131.8	132.8	0.6	0.6	0.6	0.9	0.6	0.8	0.6	0.8
State and local government	133.2	133.8	.6	.7	.6	.6	.6	.8	.5	.5
Private industry workers	131.4	132.5	.6	.7	.6	.9	.7	.7	.6	.8
White-collar occupations	133.0	134.0	.6	.7	.9	.8	.8	.7	.8	.8
Blue-collar occupations	129.6	130.7	.6	.6	.6	.7	.4	.9	.3	.8
Service occupations	129.5	130.6	.5	.3	.5	.7	.6	.9	.9	.8
Goods-producing industries ²	131.4	132.7	.6	.8	.4	.9	.7	.6	.2	1.0
Construction	127.4	128.5	.7	.7	.6	.5	.4	.9	.6	.9
Manufacturing	132.4	133.6	.6	.8	.5	.9	.8	.7	.2	.9
Durables	132.9	134.0	.5	.8	.3	1.2	.6	.7	.1	.8
Nondurables	131.5	132.8	.6	1.0	.7	.5	1.2	.7	.3	1.0
Service-producing industries ³	131.5	132.4	.6	.6	.8	.8	.7	.8	.8	.7
Transportation and public utilities	131.0	131.8	1.0	.7	.6	.7	.6	1.0	.3	.6
Wholesale trade	133.2	133.5	1.3	.8	.6	.9	.7	.8	1.7	.2
Retail trade	128.7	129.5	.7	.4	1.5	-.1	1.1	1.3	.9	.6
Finance, insurance, and real estate ⁴	128.6	129.4	.7	.3	1.1	1.4	.3	-.6	2.1	.6
Services	134.5	135.7	.5	.5	.8	.8	.7	.8	.7	.9
Nonmanufacturing industries	131.0	132.0	.7	.6	.7	.8	.7	.9	.7	.8
Wages and salaries										
Civilian workers	129.1	130.1	.7	.6	1.0	.8	.7	.8	.9	.8
State and local government	131.4	132.2	.6	.8	.6	.8	.6	.8	.6	.6
Private industry workers	128.5	129.7	.7	.7	1.0	.9	.7	.8	.9	.9
White-collar occupations	130.2	131.2	.7	.7	1.1	.9	.8	.8	1.0	.8
Blue-collar occupations ⁴	126.0	127.3	.6	.5	.9	1.0	.5	.6	.7	1.0
Service occupations	126.6	127.7	.6	.4	.7	.7	.9	1.0	.9	.9
Goods-producing industries ^{2,4}	127.5	128.9	.6	.7	.8	1.0	.8	.6	.6	1.1
Construction	122.3	123.5	.8	.9	.9	.8	.5	.7	1.2	1.0
Manufacturing ⁴	129.1	130.3	.5	.6	.9	.9	.9	.5	.5	.9
Durables ⁴	129.0	130.1	.6	.6	.6	1.1	.9	.5	.5	.9
Nondurables	129.2	130.4	.6	1.0	.9	.5	1.1	.8	.4	.9
Service-producing industries ³	129.0	130.0	.8	.7	1.1	.8	.7	.9	1.0	.8
Transportation and public utilities	128.1	128.9	.8	.6	.6	.5	.7	.8	.9	.6
Wholesale trade	131.8	131.8	1.4	1.1	.9	.9	.7	.7	1.8	.0
Retail trade	127.4	128.4	.7	.2	2.1	-.1	1.0	1.3	1.3	.8
Finance, insurance, and real estate ⁴	124.5	125.3	.9	.3	1.2	1.8	.2	.0	1.9	.6
Services	131.6	133.1	.6	.6	1.0	1.1	.7	.7	.8	1.1
Nonmanufacturing industries	128.2	129.2	.8	.7	1.0	.9	.6	1.0	.9	.8

See footnotes at end of table.

Table A-1. Employment Cost Index for total compensation¹, wages and salaries, and benefit costs by industry and occupational group, selected periods, 1995-1997 — Continued

(Seasonally adjusted data)

Series	Indexes (June 1989=100)		Percent changes for 3-months ended							
	Mar. 1997	June 1997	Sep. 1995	Dec. 1995	Mar. 1996	June 1996	Sep. 1996	Dec. 1996	Mar. 1997	June 1997
Benefit costs										
Civilian workers	138.5	139.3	0.5	0.5	0.1	0.6	0.6	0.7	0.1	0.6
State and local government	137.5	137.6	.5	.5	.7	.4	.4	.7	.5	.1
Private industry workers	138.7	139.7	.5	.5	.0	.7	.5	.7	.0	.7
White-collar occupations	140.5	141.4	.4	.5	.1	.7	.8	.5	.3	.6
Blue-collar occupations	137.0	137.9	.5	.6	.0	.7	.2	.7	-.1	.7
Service occupations	138.4	139.5	.2	.1	-.1	.3	.1	.6	.9	.8
Goods-producing industries ²	139.4	140.7	.4	1.0	-.2	.8	.4	.9	-.6	.9
Manufacturing	139.4	140.8	.5	1.1	-.1	.9	.6	.8	-.6	1.0
Service-producing industries ³	138.3	139.1	.4	.4	.1	.6	.7	.6	.4	.6
Nonmanufacturing industries	138.8	139.4	.5	.3	.1	.5	.5	.7	.4	.4

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale

and retail trade; finance, insurance, and real estate; and service industries.

⁴ No identifiable seasonality was found for this series.

Table A-2. Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Civilian workers	129.2	132.0	132.8	0.7	0.8	0.6	2.9	2.9	2.8
Excluding sales	129.4	132.1	133.0	.6	.7	.7	2.8	2.7	2.8
Workers, by occupational group									
White-collar occupations	130.0	133.1	133.9	.7	.9	.6	2.9	3.1	3.0
Excluding sales	130.5	133.5	134.3	.6	.8	.6	2.8	2.9	2.9
Professional specialty and technical ...	131.4	133.7	134.6	.6	.5	.7	3.1	2.4	2.4
Executive, administrative, and managerial	129.1	133.2	134.0	.5	1.3	.6	2.7	3.7	3.8
Administrative support, including clerical	130.8	133.6	134.6	.5	.8	.7	2.7	2.7	2.9
Blue-collar occupations	127.7	129.8	130.9	.8	.5	.8	2.6	2.4	2.5
Service occupations	128.7	132.0	132.7	.5	.8	.5	2.3	3.1	3.1
Workers, by industry division									
Goods-producing ²	129.3	131.5	132.7	.8	.5	.9	2.6	2.5	2.6
Manufacturing	130.4	132.6	133.8	.9	.4	.9	2.8	2.6	2.6
Service-producing ³	129.1	132.1	132.9	.7	.9	.6	2.9	3.0	2.9
Services	131.2	134.1	134.9	.6	.7	.6	2.7	2.8	2.8
Health services	133.4	135.2	135.7	.7	.6	.4	2.5	2.0	1.7
Hospitals	132.9	134.2	134.6	.5	.3	.3	2.5	1.4	1.3
Educational services	130.8	134.0	134.2	.2	.1	.1	2.7	2.7	2.6
Public administration	129.6	133.0	133.0	.3	.9	.0	2.8	2.9	2.6
Nonmanufacturing	128.8	131.7	132.5	.7	.9	.6	2.9	3.0	2.9
State and local government workers	130.2	133.2	133.3	.2	.4	.1	2.6	2.5	2.4
Workers, by occupational group									
White-collar occupations	129.9	132.9	133.0	.2	.3	.1	2.6	2.5	2.4
Professional specialty and technical ...	129.5	132.5	132.5	.3	.2	.0	2.5	2.6	2.3
Executive, administrative, and managerial	131.0	134.1	134.4	.2	.9	.2	2.8	2.6	2.6
Administrative support, including clerical	130.4	133.3	133.5	.3	.2	.2	2.8	2.5	2.4
Blue-collar occupations	129.5	132.1	132.3	.4	.7	.2	2.5	2.4	2.2
Service occupations	132.3	135.6	135.6	.3	.8	.0	2.7	2.8	2.5
Workers, by industry division									
Services	130.3	133.2	133.3	.2	.1	.1	2.5	2.5	2.3
Excluding schools ⁴	130.8	132.5	132.9	.4	.4	.3	2.4	1.7	1.6
Health services	133.1	134.5	134.9	.5	.3	.3	2.5	1.5	1.4
Hospitals	133.2	134.8	135.2	.5	.4	.3	2.5	1.7	1.5
Educational services	130.0	133.1	133.2	.2	.1	.1	2.5	2.6	2.5
Schools	130.3	133.4	133.5	.2	.0	.1	2.5	2.6	2.5
Elementary and secondary	130.5	133.1	133.3	.2	.0	.2	2.4	2.2	2.1
Colleges and universities	129.9	134.3	134.1	.4	.2	-.1	3.0	3.8	3.2
Public administration	129.6	133.0	133.0	.3	.9	.0	2.8	2.9	2.6

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

⁴ Formerly called hospitals and other services.

Table A-3. Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Private industry workers	129.0	131.7	132.8	0.9	0.8	0.8	2.9	3.0	2.9
Excluding sales	129.2	131.9	133.0	.7	.8	.8	2.8	2.8	2.9
White-collar occupations	130.0	133.1	134.1	.8	1.1	.8	3.0	3.2	3.2
Excluding sales	130.7	133.7	134.8	.6	.9	.8	2.9	2.9	3.1
Professional specialty and technical	132.6	134.6	135.9	.8	.7	1.0	3.3	2.3	2.5
Executive, administrative, and managerial	128.8	133.0	133.9	.6	1.3	.7	2.7	3.9	4.0
Sales	126.9	130.1	130.7	1.7	1.6	.5	3.7	4.2	3.0
Administrative support, including clerical	130.8	133.7	134.7	.5	.9	.7	2.7	2.8	3.0
Blue-collar occupations	127.6	129.6	130.8	.8	.5	.9	2.6	2.4	2.5
Precision production, craft, and repair	127.7	129.6	130.9	.9	.4	1.0	2.7	2.5	2.5
Machine operators, assemblers, and inspectors	128.1	130.0	131.2	.8	.4	.9	2.6	2.3	2.4
Transportation and material moving	124.7	126.1	126.8	.6	.7	.6	1.9	1.8	1.7
Handlers, equipment cleaners, helpers, and laborers	129.3	132.8	133.4	.6	1.1	.5	3.2	3.3	3.2
Service occupations	126.5	129.8	130.9	.6	.7	.8	2.0	3.2	3.5
Production and nonsupervisory occupations ²	128.6	131.1	132.1	.9	.8	.8	2.9	2.8	2.7
Goods-producing industries ³	129.3	131.4	132.7	.9	.4	1.0	2.7	2.5	2.6
Excluding sales occupations	129.0	131.1	132.3	.8	.5	.9	2.7	2.4	2.6
White-collar occupations	131.0	133.5	134.8	.8	.5	1.0	2.7	2.7	2.9
Excluding sales	130.2	132.6	133.8	.6	.4	.9	2.8	2.5	2.8
Blue-collar occupations	128.3	130.2	131.4	.9	.5	.9	2.7	2.4	2.4
Construction	125.3	127.2	128.7	.8	.6	1.2	2.7	2.3	2.7
Manufacturing	130.4	132.6	133.8	.9	.4	.9	2.8	2.6	2.6
White-collar occupations	131.6	133.9	135.2	.8	.2	1.0	2.8	2.6	2.7
Excluding sales	130.5	132.8	133.8	.8	.2	.8	3.1	2.5	2.5
Blue-collar occupations	129.5	131.7	132.8	.9	.5	.8	2.8	2.6	2.5
Durables	131.2	133.0	134.1	1.2	.3	.8	2.7	2.5	2.2
Aircraft manufacturing (SIC 3721)	138.2	137.3	138.4	.9	-.1	.8	5.5	.3	.1
White-collar occupations	133.9	133.5	134.9	1.1	-.1	1.0	5.3	.8	.7
Blue-collar occupations	144.1	142.3	142.8	.6	.0	.4	5.9	-.7	-.9
Nondurables	128.9	131.7	133.0	.5	.5	1.0	2.8	2.7	3.2
Service-producing industries ⁴	128.6	131.6	132.5	.8	1.1	.7	3.0	3.1	3.0
Excluding sales occupations	129.2	132.2	133.3	.6	1.0	.8	2.7	3.0	3.2
White-collar occupations	129.6	132.7	133.7	.9	1.2	.8	3.2	3.3	3.2
Excluding sales	130.9	134.0	135.1	.7	1.1	.8	3.0	3.1	3.2
Blue-collar occupations	126.0	128.2	129.2	.6	.7	.8	2.4	2.4	2.5
Service occupations	126.1	129.5	130.6	.6	.7	.8	2.0	3.4	3.6

See footnotes at end of table.

Table A-3. Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1996-97 — Continued

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Transportation and public utilities	128.4	131.3	131.7	0.4	0.7	0.3	3.0	2.7	2.6
Transportation	127.7	130.6	130.9	.6	1.1	.2	3.8	2.9	2.5
Public utilities	129.1	132.0	132.5	.2	.2	.4	1.8	2.4	2.6
Communications	127.5	130.2	130.5	-.4	-.7	.2	.7	1.7	2.4
Electric, gas, and sanitary services	131.1	134.2	134.9	.8	1.4	.5	3.2	3.2	2.9
Wholesale and retail trade	126.4	130.1	131.2	.7	1.2	.8	2.9	3.7	3.8
Excluding sales occupations	126.4	130.4	131.9	.4	1.1	1.2	2.7	3.6	4.4
Wholesale trade	129.3	132.9	133.8	1.4	1.5	.7	3.6	4.2	3.5
Excluding sales occupations	128.7	132.6	133.7	1.0	1.3	.8	2.9	4.1	3.9
Retail trade	124.8	128.5	129.7	.2	.9	.9	2.5	3.2	3.9
General merchandise stores	123.6	126.4	127.7	1.0	.1	1.0	2.4	3.3	3.3
Food stores	124.4	128.2	128.2	.6	-.2	.0	3.1	3.7	3.1
Finance, insurance, and real estate	126.3	128.6	129.4	1.4	2.1	.6	3.7	3.3	2.5
Excluding sales occupations	128.5	131.5	132.4	.8	1.8	.7	3.1	3.1	3.0
Banking, savings and loan, and other credit agencies	128.2	130.6	131.6	1.0	2.0	.8	3.3	2.9	2.7
Insurance	128.2	131.9	132.1	.5	1.8	.2	2.9	3.4	3.0
Excluding sales occupations	132.7	136.0	136.6	.5	1.9	.4	2.9	3.0	2.9
Services	131.7	134.6	135.7	.8	.9	.8	2.7	3.0	3.0
Business services	129.2	133.3	134.2	.2	1.1	.7	3.1	3.4	3.9
Health services	133.5	135.5	135.9	.7	.7	.3	2.5	2.2	1.8
Hospitals	132.8	134.0	134.4	.5	.2	.3	2.4	1.4	1.2
Nursing homes	-	-	-	1.0	.7	.5	3.1	2.8	2.3
Educational services	134.8	138.5	138.8	.3	.4	.2	3.5	3.1	3.0
Colleges and universities	136.2	139.5	139.9	.2	.3	.3	3.7	2.6	2.7
Nonmanufacturing industries	128.2	131.1	132.1	.8	1.0	.8	2.9	3.1	3.0
White-collar occupations	129.5	132.7	133.6	.8	1.2	.7	3.1	3.3	3.2
Excluding sales	130.8	134.0	135.1	.6	1.1	.8	2.9	3.1	3.3
Blue-collar occupations	125.6	127.5	128.6	.8	.6	.9	2.5	2.3	2.4
Service occupations	126.0	129.4	130.5	.6	.6	.9	2.0	3.3	3.6

¹ Includes wages, salaries, and employer costs for employee benefits.

² This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

³ Includes mining, construction, and manufacturing.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

Table A-4. Employment Cost Index for total compensation¹ for private industry workers, by bargaining status, region, and area size, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Workers, by bargaining status:									
Union	129.7	131.0	131.8	0.9	0.2	0.6	3.1	1.9	1.6
Blue-collar occupations	128.0	128.9	129.9	.9	.0	.8	2.6	1.7	1.5
Goods-producing industries ²	129.0	130.0	131.2	.9	.2	.9	2.5	1.6	1.7
Service-producing industries ³	130.3	131.9	132.4	1.0	.2	.4	3.7	2.2	1.6
Manufacturing	129.8	130.8	131.7	.8	.2	.7	2.5	1.6	1.5
Blue-collar occupations	129.4	130.5	131.4	.9	.3	.7	2.4	1.7	1.5
Nonmanufacturing	129.2	130.6	131.5	.9	.2	.7	3.4	2.0	1.8
Nonunion	128.7	131.8	132.8	.8	1.1	.8	2.8	3.2	3.2
Blue-collar occupations	127.3	129.9	131.2	.8	.8	1.0	2.7	2.9	3.1
Goods-producing industries ²	129.4	132.0	133.2	.9	.5	.9	2.8	2.9	2.9
Service-producing industries ³	128.3	131.5	132.5	.8	1.2	.8	2.8	3.3	3.3
Manufacturing	130.5	133.1	134.4	.9	.5	1.0	2.8	2.9	3.0
Blue-collar occupations	129.3	132.2	133.5	.9	.6	1.0	3.0	3.2	3.2
Nonmanufacturing	128.0	131.1	132.2	.8	1.2	.8	2.8	3.2	3.3
Workers, by region: ⁴									
Northeast	129.7	132.2	133.1	.6	.8	.7	2.4	2.6	2.6
South	127.8	130.8	131.5	.6	.8	.5	2.8	3.0	2.9
Midwest	130.7	133.3	134.7	.9	.9	1.1	3.0	2.9	3.1
West	127.3	130.3	131.4	1.1	1.1	.8	3.2	3.5	3.2
Workers, by area size:									
Metropolitan areas	129.1	131.7	132.8	.9	.8	.8	3.0	2.9	2.9
Other areas	128.0	131.4	132.4	.6	.9	.8	2.2	3.3	3.4

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland,

Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table A-5. Employment Cost Index for wages and salaries only for civilian and State and local government workers, by industry and occupational group, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Civilian workers	126.1	129.2	130.1	0.8	0.9	0.7	3.2	3.3	3.2
Excluding sales	126.2	129.2	130.2	.7	.9	.8	3.1	3.1	3.2
Workers, by occupational group									
White-collar occupations	127.3	130.6	131.5	.8	1.0	.7	3.4	3.4	3.3
Excluding sales	127.8	131.0	132.0	.6	.8	.8	3.2	3.1	3.3
Professional specialty and technical ...	128.8	131.4	132.3	.6	.5	.7	3.3	2.7	2.7
Executive, administrative, and managerial	127.0	131.0	132.0	.6	1.2	.8	3.4	3.8	3.9
Administrative support, including clerical	127.1	130.4	131.4	.6	1.0	.8	3.0	3.2	3.4
Blue-collar occupations	123.9	126.2	127.5	.9	.6	1.0	3.0	2.8	2.9
Service occupations	124.9	128.6	129.3	.6	.8	.5	2.5	3.5	3.5
Workers, by industry division									
Goods-producing ¹	125.1	127.6	128.9	1.0	.6	1.0	3.0	3.0	3.0
Manufacturing	126.5	129.1	130.3	.9	.5	.9	2.9	3.0	3.0
Service-producing ²	126.5	129.8	130.6	.7	1.0	.6	3.3	3.3	3.2
Services	128.9	132.0	132.9	.7	.7	.7	3.3	3.1	3.1
Health services	130.0	132.4	133.1	.5	.8	.5	2.7	2.4	2.4
Hospitals	129.2	131.0	131.5	.5	.4	.4	2.5	1.9	1.8
Educational services	129.1	132.5	132.6	.2	.2	.1	3.2	2.9	2.7
Public administration	125.3	128.9	129.0	.3	.9	.1	2.5	3.2	3.0
Nonmanufacturing	125.9	129.1	130.0	.7	1.0	.7	3.3	3.3	3.3
State and local government workers	128.1	131.4	131.5	.2	.4	.1	2.8	2.8	2.7
Workers, by occupational group									
White-collar occupations	128.2	131.4	131.5	.2	.2	.1	2.9	2.7	2.6
Professional specialty and technical ...	128.6	131.9	132.0	.2	.2	.1	2.9	2.8	2.6
Executive, administrative, and managerial	128.0	131.3	131.7	.2	.8	.3	3.0	2.8	2.9
Administrative support, including clerical	126.1	129.2	129.5	.2	.2	.2	2.6	2.7	2.7
Blue-collar occupations	127.0	129.6	129.8	.3	.6	.2	2.6	2.4	2.2
Service occupations	128.6	132.4	132.4	.4	1.1	.0	2.7	3.4	3.0
Workers, by industry division									
Services	128.9	132.1	132.2	.2	.2	.1	3.0	2.7	2.6
Excluding schools ³	128.7	131.2	131.6	.4	.5	.3	2.5	2.3	2.3
Health services	129.9	132.1	132.6	.5	.5	.4	2.6	2.2	2.1
Hospitals	129.7	131.9	132.4	.5	.5	.4	2.7	2.2	2.1
Educational services	128.8	132.1	132.2	.2	.1	.1	3.1	2.8	2.6
Schools	128.9	132.2	132.3	.2	.0	.1	3.0	2.7	2.6
Elementary and secondary	129.5	132.4	132.6	.2	.0	.2	2.9	2.4	2.4
Colleges and universities	127.1	131.5	131.4	.2	.2	-.1	3.4	3.7	3.4
Public administration	125.3	128.9	129.0	.3	.9	.1	2.5	3.2	3.0

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service

industries; and public administration.

³ Formerly called hospitals and other services.

Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Private industry workers	125.6	128.6	129.7	1.0	1.0	0.9	3.4	3.4	3.3
Excluding sales	125.7	128.6	129.9	.8	.9	1.0	3.2	3.1	3.3
White-collar occupations	127.0	130.2	131.3	1.0	1.2	.8	3.5	3.5	3.4
Excluding sales	127.6	130.8	132.0	.7	1.1	.9	3.4	3.2	3.4
Professional specialty and technical	128.8	131.0	132.4	.8	.8	1.1	3.5	2.5	2.8
Executive, administrative, and managerial	126.8	131.0	132.1	.7	1.3	.8	3.5	4.1	4.2
Sales	124.4	127.8	128.3	2.0	1.5	.4	4.3	4.8	3.1
Administrative support, including clerical	127.3	130.6	131.7	.6	1.1	.8	3.1	3.2	3.5
Blue-collar occupations	123.7	126.0	127.3	1.0	.7	1.0	3.0	2.9	2.9
Precision production, craft, and repair	123.7	125.8	127.4	1.1	.6	1.3	3.2	2.8	3.0
Machine operators, assemblers, and inspectors	124.5	127.2	128.5	.9	.6	1.0	3.0	3.1	3.2
Transportation and material moving	120.6	122.3	123.0	.5	1.0	.6	2.4	1.9	2.0
Handlers, equipment cleaners, helpers, and laborers	125.1	128.4	129.3	.7	1.0	.7	3.2	3.4	3.4
Service occupations	123.0	126.6	127.6	.7	.7	.8	2.5	3.6	3.7
Production and nonsupervisory occupations ¹	124.9	127.7	128.8	1.0	.9	.9	3.2	3.2	3.1
Goods-producing industries ²	125.1	127.5	128.9	1.0	.6	1.1	3.0	2.9	3.0
Excluding sales occupations	124.6	127.0	128.3	.9	.6	1.0	3.1	2.8	3.0
White-collar occupations	127.3	130.0	131.4	.9	.7	1.1	2.8	3.0	3.2
Excluding sales	126.3	128.9	130.0	.8	.6	.9	3.1	2.9	2.9
Blue-collar occupations	123.7	126.0	127.3	1.1	.6	1.0	3.2	2.9	2.9
Construction	119.6	122.0	123.6	1.1	1.0	1.3	3.4	3.1	3.3
Manufacturing	126.5	129.1	130.3	.9	.5	.9	2.9	3.0	3.0
White-collar occupations	128.2	130.6	131.9	.9	.4	1.0	2.8	2.8	2.9
Excluding sales	127.0	129.3	130.5	.8	.3	.9	3.1	2.6	2.8
Blue-collar occupations	125.4	128.0	129.2	1.0	.5	.9	3.1	3.1	3.0
Durables	126.5	129.0	130.1	1.1	.5	.9	2.9	3.1	2.8
Aircraft manufacturing (SIC 3721)	130.3	132.0	133.5	1.0	.8	1.1	3.0	2.3	2.5
White-collar occupations	125.9	127.8	129.6	1.5	1.0	1.4	3.5	3.0	2.9
Blue-collar occupations	136.4	137.7	138.8	.2	.4	.8	2.1	1.2	1.8
Nondurables	126.5	129.3	130.6	.6	.6	1.0	2.9	2.8	3.2
Service-producing industries ³	125.8	129.0	130.1	.9	1.2	.9	3.5	3.4	3.4
Excluding sales occupations	126.5	129.7	130.9	.7	1.1	.9	3.3	3.3	3.5
White-collar occupations	126.8	130.1	131.2	1.0	1.2	.8	3.7	3.6	3.5
Excluding sales	128.1	131.5	132.7	.7	1.2	.9	3.5	3.4	3.6
Blue-collar occupations	123.5	126.0	127.2	.7	1.0	1.0	2.7	2.7	3.0
Service occupations	122.8	126.5	127.5	.7	.7	.8	2.5	3.7	3.8

See footnotes at end of table.

Table A-6. Employment Cost Index for wages and salaries only for private industry workers by industry and occupational group, selected periods, 1996-97 — Continued

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Transportation and public utilities	125.0	128.2	128.8	0.3	0.9	0.5	2.5	2.9	3.0
Transportation	123.2	126.5	126.9	.2	1.4	.3	2.8	2.9	3.0
Public utilities	127.1	130.1	130.9	.5	.2	.6	2.1	2.8	3.0
Communications	126.5	129.8	130.6	.3	-.4	.6	1.5	2.9	3.2
Electric, gas, and sanitary services	127.7	130.4	131.2	.6	1.1	.6	2.7	2.7	2.7
Wholesale and retail trade	124.8	128.5	129.7	.7	1.2	.9	3.5	3.7	3.9
Excluding sales occupations	124.9	129.3	131.1	.4	1.3	1.4	3.3	3.9	5.0
Wholesale trade	128.0	131.4	132.2	1.5	1.4	.6	4.3	4.2	3.3
Excluding sales occupations	127.6	131.8	132.8	1.0	1.5	.8	3.8	4.4	4.1
Retail trade	123.1	127.1	128.5	.2	1.0	1.1	2.9	3.5	4.4
General merchandise stores	121.7	125.0	126.2	.6	.2	1.0	2.6	3.3	3.7
Food stores	121.2	124.8	124.7	.6	.1	-.1	3.1	3.6	2.9
Finance, insurance, and real estate	121.9	124.5	125.3	1.8	1.9	.6	4.2	3.9	2.8
Excluding sales occupations	124.5	127.2	128.1	.9	1.5	.7	3.6	3.1	2.9
Banking, savings and loan, and other credit agencies	124.2	125.9	126.8	1.2	1.7	.7	3.8	2.6	2.1
Insurance	124.1	127.9	128.0	.4	1.5	.1	2.7	3.5	3.1
Excluding sales occupations	128.6	131.6	132.2	.5	1.5	.5	2.7	2.8	2.8
Services	128.7	131.8	133.0	.9	1.0	.9	3.5	3.3	3.3
Business services	127.7	131.4	132.4	.6	1.0	.8	3.9	3.5	3.7
Health services	130.1	132.5	133.2	.6	.8	.5	2.7	2.5	2.4
Hospitals	129.1	130.7	131.2	.5	.3	.4	2.5	1.7	1.6
Nursing homes	-	-	-	.6	1.1	.4	2.8	3.1	3.0
Educational services	130.4	134.5	134.8	.2	.5	.2	3.6	3.4	3.4
Colleges and universities	130.9	134.6	135.0	.2	.6	.3	4.0	3.1	3.1
Nonmanufacturing industries	125.1	128.2	129.3	1.0	1.1	.9	3.5	3.5	3.4
White-collar occupations	126.6	129.9	131.0	1.0	1.2	.8	3.7	3.6	3.5
Excluding sales	127.8	131.2	132.4	.7	1.2	.9	3.5	3.4	3.6
Blue-collar occupations	122.0	124.1	125.5	.9	.8	1.1	3.0	2.6	2.9
Service occupations	122.7	126.4	127.4	.6	.7	.8	2.4	3.6	3.8

¹ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities;

wholesale and retail trade; finance, insurance, and real estate; and service industries.

- Data not available.

Table A-7. Employment Cost Index for wages and salaries only for private industry workers by bargaining status, region, and area size, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Workers, by bargaining status:									
Union	124.2	126.0	126.9	1.1	0.5	0.7	3.0	2.6	2.2
Blue-collar occupations	122.0	123.6	124.7	.9	.2	.9	2.4	2.2	2.2
Goods-producing industries ¹	122.5	124.1	125.4	1.0	.4	1.0	2.7	2.3	2.4
Service-producing industries ²	126.2	128.2	128.8	1.1	.5	.5	3.2	2.7	2.1
Manufacturing	123.9	125.6	126.5	.8	.3	.7	2.8	2.2	2.1
Blue-collar occupations	123.5	125.4	126.2	.9	.3	.6	2.7	2.5	2.2
Nonmanufacturing	124.3	126.1	127.1	1.2	.5	.8	3.1	2.7	2.3
Nonunion	125.9	129.1	130.3	.9	1.1	.9	3.4	3.4	3.5
Blue-collar occupations	124.7	127.5	128.9	.9	1.0	1.1	3.3	3.2	3.4
Goods-producing industries ¹	126.1	128.9	130.2	1.0	.7	1.0	3.2	3.2	3.3
Service-producing industries ²	125.7	129.1	130.2	.9	1.3	.9	3.5	3.6	3.6
Manufacturing	127.5	130.3	131.7	1.0	.5	1.1	3.0	3.2	3.3
Blue-collar occupations	126.7	129.8	131.2	1.0	.8	1.1	3.3	3.5	3.6
Nonmanufacturing	125.2	128.5	129.7	.8	1.2	.9	3.5	3.5	3.6
Workers, by region: ³									
Northeast	126.0	128.8	129.8	.9	.9	.8	3.2	3.1	3.0
South	125.1	128.5	129.4	.8	1.2	.7	3.6	3.5	3.4
Midwest	126.2	129.0	130.4	.9	1.0	1.1	3.3	3.1	3.3
West	124.8	127.7	128.9	1.2	.9	.9	3.2	3.6	3.3
Workers, by area size:									
Metropolitan areas	125.8	128.7	129.9	1.0	1.0	.9	3.5	3.3	3.3
Other areas	124.2	127.7	128.8	.6	.9	.9	2.4	3.5	3.7

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ The regional coverage is as follows: Northeast—Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South—Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland,

Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest—Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West—Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

Table A-8. Employment Cost Index for benefits only for civilian, State and local, and private industry workers by industry and occupational group, selected periods, 1996-97

(Not seasonally adjusted data)

Series	Indexes (June 1989=100)			Percent changes for					
	June 1996	Mar. 1997	June 1997	3 months ended			12 months ended		
				June 1996	Mar. 1997	June 1997	June 1996	Mar. 1997	June 1997
Civilian workers	136.9	138.9	139.6	0.5	0.5	0.5	1.8	2.0	2.0
State and local government workers	135.1	137.4	137.4	.3	.4	.0	2.2	2.0	1.7
Private industry workers	137.4	139.4	140.1	.6	.6	.5	1.7	2.0	2.0
White-collar occupations	138.4	140.8	141.5	.5	.8	.5	1.8	2.3	2.2
Blue-collar occupations	136.1	137.2	138.0	.7	.1	.6	1.9	1.5	1.4
Service occupations	136.3	138.3	139.6	.4	.7	.9	.5	1.9	2.4
Goods-producing industries ¹	138.6	139.9	140.9	.7	.1	.7	2.0	1.6	1.7
Service-producing industries ²	136.2	138.5	139.2	.5	.8	.5	1.6	2.2	2.2
Manufacturing	138.5	139.9	141.0	.7	.1	.8	2.4	1.7	1.8
Aircraft manufacturing (SIC 3721)	155.4	148.6	148.8	.8	-2.0	.1	10.4	-3.6	-4.2
White-collar occupations	152.9	146.8	147.3	.6	-2.7	.3	9.1	-3.4	-3.7
Blue-collar occupations	158.4	150.9	150.4	1.1	-.9	-.3	12.4	-3.7	-5.1
Nonmanufacturing	136.7	138.9	139.5	.5	.7	.4	1.5	2.1	2.0
Union workers	140.0	140.2	140.9	.6	-.4	.5	3.3	.8	.6
Nonunion workers	136.5	138.9	139.7	.5	.8	.6	1.3	2.3	2.3

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service

industries.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.